

Running head: Benefits of Prison Volunteering

Reported Benefits of Prison Volunteering

Professional Project

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Introduction

More than one-quarter of the population of the U.S. are engaged in volunteer humanitarian and fund-raising activities (U.S. Department of Labor, 2009). The benefits of general volunteerism range from improved health and more years of life to a more positive view about one's life (Allen, 2008). Research findings make it clear that the effects of volunteering are beneficial and measurable both for individuals and for organizations and other entities relying on volunteers. For example, a study which brought together Jewish and Arab women in Israel to promote health activities in their communities, documented an increased sense of empowerment for the Arab women after participating in the project (Daoud et al., 2010). Volunteers articulate the pleasure of *giving back* to their community or a simple desire to help others who are less fortunate (Brand et al., 2008). Studies highlight the value and need for volunteers in many different fields. Volunteerism fulfills and contributes to individual health outcomes.

The volunteer efforts that have received little research are those working inside correctional settings with incarcerated individuals. This project addresses this deficiency through administering a survey to a group of those volunteers about the benefits they receive while working in prisons and other correctional facilities. This was achieved through use of an anonymous online survey instrument coupled with a review of the existing literature regarding general volunteer work. Results from this survey are reported in the written project paper. Potential benefits from corrections volunteering may provide useful information for future recruitment of potential volunteers and point to individuals and groups that may be most inclined to attend AVP workshops toward becoming a volunteer.

Volunteer work is often directly humanitarian, as in rebuilding Haiti or New Orleans after severe earthquakes or hurricanes, providing dental hygiene to homeless people in London,

hospice and hospital patient care, or the simple practice of reading to the sick or elderly (Anonymous, 2009; "Medecins Sans Frontieres", 2005, "Volunteers needed for Haiti relief", 2010). The call for volunteers may come from public health projects, churches, medical groups, hospitals, or civic organizations such as libraries or park systems.

The Bureau of Labor Statistics reports (U.S. Department of Labor, 2009) that over 63 million people volunteered in 2009. This suggests that volunteers are a large and significant portion of unpaid workers in the U.S. Of this population, a significant number choose to volunteer in prison settings. Even though many volunteer in corrections, a steady influx of new volunteers are required to continue the much needed efforts there. In order to better recruit for volunteers for prison work, it is necessary to learn what the specific benefits are for such unique volunteer effort. What are the benefits experienced by those contributing approximately 3 billion hours from their own lives to do the work of helping those who are incarcerated (U.S. Department of Labor, 2010)? Research has been conducted about the accrued benefits that volunteers generally experience through their unpaid efforts. The work that has received little attention is that of volunteering in prisons. Therefore my research question for this project has been: What are the perceived benefits of volunteering in corrections with the Alternatives to Violence Project, Inc.? In addition to a review of the literature regarding the known benefits for volunteers, I include in this paper a survey of current volunteers in the Alternatives to Violence Project (AVP) regarding the benefits they report, for comparison with volunteers from other entities and organizations. These findings are presented in this paper and will provide data that can be utilized in future recruiting efforts by this volunteer prison program.

Literature Review

Volunteer Activity/Types of Volunteer Activity

In the U.S. and internationally, volunteers perform necessary work in areas that include hospice care, coaching sports teams, fund raising, tutoring, teaching, assisting in international (Volunteer Opportunities, *Oregon Zoo*. 2010) disasters ("Volunteers needed for Haiti relief", 2010), or medical support ("Volunteer with Partners in Health", 2010), natural disaster reconstruction and related activities (Wilton, 2009). Services provided by individuals who volunteer fill nearly every human and animal need. Such efforts create a major labor force in the culture of the U.S. In fact, volunteer efforts are essential to provide for basic needs in the U.S. and internationally. Some organizations only supplant their missions through the services of volunteers while other organizations are composed entirely of volunteer participants, AVP being one of those ("AVP/USA Website").

The utilization of volunteers in corrections settings has a long history in the United States. The oldest documented group was the Pennsylvania Prison Society, initiated by a group of Quakers in 1792 (Smith, 1982). These programs were known as “offenders’ aid organizations” (Smith, 1982, p. 181). However, as of 1963 there were only 25 of these organization established (Smith, 1982, p. 181). Volunteers are clearly needed in corrections settings because the mission and vision of corrections is simply to insure the safety and security of the general population and the prison inmates (Nevada Department of Corrections, Department Mission Statement). Thus rehabilitation is rare in corrections and becoming rarer. Volunteers become a partner to corrections programs by providing the “socialization” and life skills that have been shown to reduce recidivism of formerly incarcerated individuals (Miller & Shuford, 2005; Smith, 1982).

In the next section I present information from the literature that will provide a portrait of volunteers and their often cited activities, the characteristics of volunteers, why people choose to volunteer, and benefits regarding general volunteer activity.

Definition of Volunteer

The Bureau of Labor Statistics (2009) defines volunteers as “persons who performed unpaid volunteer activities” (U.S. Department of Labor, 2010). Webster’s defines volunteerism as specifically involved in community service (*Merriam-Webster's Collegiate Dictionary*, 2004). The only exception is for those positions that provide compensation for some expenses such as the Peace Corp and Vista AmeriCorps. One definition that seems to be useful is that volunteering is “other-oriented community participation” (Piliavin & Siegl, 2007). This definition fits well with the concept of volunteer activity addressed in this paper.

Scope of Volunteering Activity

While the statistics outlining these activities (U.S. Department of Labor, 2009), indicate the most often cited volunteerism to be fund-raising, there seems no limitation to the breadth of volunteer activity. Volunteerism can include work that utilizes unskilled labor such as gardening or cleaning up construction sites, or building homes for low income families ("Truckee Meadows Habitat for Humanities; Volunteer: What kind of things do you need volunteers for?" 2010). Once identified, virtually any need may be met through volunteerism, *provided* the project or position is promoted appropriately. Successful promotion of a cause or need may be dependent upon targeting potential volunteers with documented benefits of the work involved.

Need for volunteers.

As mentioned earlier, U.S. Bureau of Labor Statistics reports that in 2009 that 63 million individuals volunteered their time (U.S. Department of Labor, 2009). In other words more than

one-quarter of the population of the U.S. volunteered in 2009 according to the U.S. Bureau of Labor Statistics data on volunteers (U.S. Department of Labor, 2009). Globally, non-profit and for-profit organizations eagerly utilize volunteers for work as varied as dental care at Christmas (Anonymous, 2009), rebuilding from hurricanes, earthquakes, tsunamis, and restoration after wildfires (Wilton, 2009). This data outlines the range of volunteer activities, from professional competencies to simple manual labor to fulfill a multitude of volunteer positions (U.S. Department of Labor, 2009). Research on volunteer activity in hospital settings has demonstrated not only the financial benefits of utilizing hospital volunteers, but has also improved patient satisfaction scores through patient-hospital interactions (Hotchkiss, Fottler, & Unruh, 2009). Volunteering is an important component of many organizations and varieties of opportunities are available for individuals who wish to engage in this important and healthful activity.

Differences between paid and unpaid volunteers

The single difference between paid and unpaid volunteers is the payment for expenses or in the case of the Peace Corps, the U.S. government pays what they call, *transition funds* after 27 months of volunteering to assist with relocating back home ("Peace Corps, financial benefits and loan deferment", 2010). Others are reimbursed a "modest living allowance" ("Benefits of AmeriCorps service", 2010). This paper primarily documents the experiences of volunteers who do not receive financial compensation for their efforts.

Skilled and Unskilled tasks

Some groups only utilize highly skilled professionals trained in the areas such as medicine for aid throughout the world ("Medecins Sans Frontieres", 2005). Those with business acumen often volunteer for fund-raising (U.S. Department of Labor, 2009) within non-profit groups.

Many positions filled by volunteers require customary life skills most individuals have, such as the ability to collect, prepare, distribute or serve food, coach children's sports teams, provide information, greet, minister, or general labor (Labor, 2009). Thus the opportunity for volunteering in some way is available to nearly everyone.

Who Volunteers?

According to the Bureau of Labor Statistics, well-educated, white women of moderate to high income, over 25 years of age are the most frequent volunteers (U.S. Department of Labor, 2009). White males had the next highest numbers of volunteer hours with Hispanic and African Americans providing the least amount of volunteer time. The study cited was from a survey of 60,000 households conducted by the Current Population Study (CPS) of the U.S. Bureau of Labor.

Demographics of volunteers

In 2009, 26% of the U.S. population volunteered their time (U.S. Department of Labor, 2009). Of all volunteers in the U.S., 30.1 percent of women volunteered while 23.3 percent of men volunteered (U.S. Department of Labor, 2009). The total number of volunteers rose in 2009 from 2008, up from 26.4 percent in 2008 to 26.8 percent in 2009. The 2009 total rate for women volunteers increased by .7 percent from the prior year (*U.S. Department of Labor*, 2010). The rate for men in 2009 remained unchanged from 2008. Those between 35 and 54 make up the largest age group participating in volunteer activities. Across all races, higher levels of education mean a greater likelihood of volunteering. Married individuals volunteer more than unmarried individuals. Parents with minor children volunteer in greater numbers, possibly because of parental obligations in PTA, Scouting, or sports activities. The largest single group of volunteers

is in religious organizations, 34.0 percent of the total number of volunteers (U.S. Department of Labor, 2009).

Are volunteers staff?

According to Webster, the definition of *staff* is “the officers chiefly responsible for the internal operations of an institution or business” (*Merriam-Webster's Collegiate Dictionary*, 2004). Organizations that are composed of only volunteers are thereby designating their volunteers to serve as the *staff* for the purposes of carrying out their goals.

Valuing volunteers in Correctional Settings

Many governmental agencies such as Ohio Department of Corrections system depend on volunteers to carry out the effort of humanizing and socializing inmates (Furniss, 2009). The state of Ohio has 7000 volunteers in their prison system (Furniss, 2009). Corrections agency missions state specifically the main responsibility of public safety and protection (Nevada Department of Corrections, Department Mission Statement). Prisons and jails also rely on volunteers and volunteer organizations to provide training or religious services in corrections settings (Furniss, 2009). Indeed, prison staff is not intended to offer the humanizing services that may prepare an inmate to re-enter society through such programs as addiction rehabilitation or behavior change (Smith, 1982). Thus, volunteers have often provided the training for inmates that provided a more humane incarceration than simple warehousing those who are incarcerated (Smith, 1982).

Differences between men and women volunteers, marital status and educational levels

As mentioned above, women spend more hours volunteering than men (U.S. Department of Labor, 2010). The author of this Labor Department report speculated that women volunteered at a higher rate because they are generally more social and that a larger percentage of men have

careers. The report further speculated that women may also have more discretionary time available for volunteering (U.S. Department of Labor, 2010). Married individuals devoted more hours to volunteer work and those who also had children under the age of 18 volunteered at the highest levels (34.4 percent) (U.S. Department of Labor, 2010). For those over age 25, the college graduates' volunteer activity amounts to 42.8 percent of that population (U.S. Department of Labor, 2010).

Levels (hours/years) of volunteering activity

The number of hours and total time spent on volunteer activities varied by age. Older volunteers volunteered the greatest number of hours, but the work they were engaged in was generally for religious organizations or churches (U.S. Department of Labor, 2010). Even though women actually volunteer in greater percentages, men spent more average hours (52 h) per year than the average hours (50 h), of women volunteers (U.S. Department of Labor, 2010).

Additionally, the generic data (not specific to corrections work) regarding volunteers' benefits only recently began documenting for information about *all* volunteer activities. Earlier surveys asked for hours of activity only with "organizations" rather than *all* volunteer experience (U.S. Department of Labor, 2010). It is possible some volunteer activities or groups may not have been considered an organization by the respondent. This poses a possible validity issue in the U.S. Department of Labor data prior to 1999. Narrowly defining *volunteerism* was mentioned as perhaps missing work that individuals simply *do* without formally naming it *volunteering* such as taking food to a neighbor or helping out with work around someone else's house (U.S. Department of Labor, 2010).

Benefits for Volunteers

Mental and emotional health

In addition to the possibility of doing something fun that can produce pleasure and enjoyment, volunteering may also improve the mental health of those choosing to spend time doing unpaid work (Volunteer Opportunities, *Oregon Zoo*, 2010). A report of a London mental health trust requests that patients volunteer their time with other patients (Allen, 2008). Results show that the volunteers experience improved mental health status, and one former patient completed training as a career professional after becoming involved with the program (Allen, 2008). Fifty-eight percent of those participants report improved mental health status (Allen, 2008). Another study reported an increased sense of empowerment by Palestinian women who engaged in a health education volunteer program in Israel (Daoud et al., 2010).

A survey of physiotherapists working in developing countries found that they individually felt they grew personally and professionally from their volunteer activities (Humphreys & Carpenter, 2010). Marshall (2001) writes that the concept of “self-help” leaves something out, that “It presents us with more narcissistic self-absorption, the very thing that creates our hunger for more meaning in the first place”(p. 26). Perhaps the self-help industry has it backwards. Maybe the key to one’s mental health is to focus more on those less fortunate.

The impact of volunteerism on depression and mental health has been well researched in many articles (Allen, 2008; Daoud, 2010). Studies report improved mental outlook self-esteem for individuals suffering from depression prior to volunteering (Allen, 2008). Perhaps this should become a *prescription* for depressed individuals. The authors of a longitudinal Wisconsin study concluded that the psychological well-being associated with volunteering was associated with what they defined as *matter*ing (Piliavin, 2007). Volunteers felt that they have an important role

in society and value as an individual (Piliavin, 2007). Volunteers have reported being motivated by a desire for giving something back, emphatic concern [for others], and a feeling of exchange based on the belief that if they are taking things from the community then something needs to be returned, in the form of volunteering to help others (MacNeela, 2008). Volunteers report gaining a sense of community, and growing as a person through their work (MacNeela, 2008). Survey data on older volunteers have shown improved relationships with volunteer's family, increased social activity, being able to take pride in the volunteer activity (Morrow-Howell, Hong, Tang, 2009).

Physical Health

A study on the benefits of volunteering reports that 20% of volunteers felt their general health was improved after joining the program (Morrow-Howell, Song-lee, & Tang, 2009). The longitudinal Wisconsin study that began in 1956 reported that volunteers appeared to have some extra protection against Alzheimer's disease and lower blood levels of the stress hormone, cortisol (Piliavin, 2007). These authors report a significant positive effect on health from volunteers surveyed (Piliavin, 2007). However, lifestyle choices such as smoking, obesity, and lack of exercise were found to minimize or eliminate the expected improvements in the physical health of older volunteers (Piliavin & Siegl, 2007). Prior studies have reported the greatest health benefits to older volunteers (Windsor, Anstey, & Rodgers, 2008). Because there are some inconsistencies in reported benefits for older volunteers, this is a subject targeted for future research.

Social interaction/status

In a study of hospital volunteers, both men and women reported an improved sense of self-worth (U.S. Department of Labor, 2010). Another study of hospital volunteers cited

improved patient satisfaction because of the interactions with hospital volunteers (Hotchkiss, Fottler, & Unruh, 2009). Women are the majority of volunteers in the U.S. (U.S. Department of Labor, 2010) and the impact on their individual social outlook and interaction is well documented (Daoud, et al, Humphreys & Carpenter, 2010, MacNeela 2008). A program to enable those with serious mental illness to “friend” other patients produced responses from the volunteers about “... gaining a friend myself,” and feeling “good about helping someone else” (McCorkle, Dunn, Yu, & Gagne, 2009, pp 299). Several described the experience as “extraordinarily self-enhancing” (McCorkle, et al 2009, pp 299).

Mortality

Interestingly, a study of older adults in Australia revealed a delayed mortality of volunteers at the population level (Windsor, Anstey, & Rodgers, 2008). A reported improvement in physical health of participants in a study of mentally ill patients may subsequently result in improved longevity but that was not measured (Allen, 2008).

Theoretical Constructs

Social Capital Theory (SCT) includes constructs that inform and describe the practice of corrections volunteerism (Minkler, Wallerstein, & Wilson, 2008). SCT defines the characteristics of social organization where individuals coordinate and cooperate toward achieving mutually beneficial goals (Minkler, et al., 2008). Such activity, SCT affirms, may increase a sense of empowerment and feeling of engagement toward creating positive change (Minkler et al.). The ability to see changes in the lives of inmates and the creation of community where it did not previously exist describes the SCT construct of empowering *community capacity* (Minkler et al.). SCT also aids in understanding prison volunteer efforts to improve inmate leadership and raise the quality of inmate relationships through networking (Minkler et al.). Improved cooperation

between inmates is explained by their increased sense of self empowerment according to SCT (Minkler et al.).

Benefits for Prison Volunteers

A literature review on volunteerism, prisons, corrections activities, and religious missions in prison, reveals that little research has been conducted on the benefits to volunteers serving in a corrections setting when compared to other volunteer settings (Tewksbury & Dabney, 2004). A survey of public health volunteers concluded that it is imperative to understand why volunteers volunteer, i.e., motivation of volunteers (Brand, Kerby, Elledge, Burton, Coles, & Dunn, 2008). While the *need* for prison volunteers has increased in direct ratio to the tightened budgets of states and federal agencies responsible for correctional facilities, little research has investigated the similarities or differences between corrections voluntarism and other volunteer efforts (Tewksbury & Dabney, 2004). The survey of prison volunteers reported surveying volunteers about the institutional environment and the ‘experience’ within the prison, whether the staff was helpful, communicative, and supportive of the volunteers (Tewksbury & Dabney, 2004). These authors state that little guidance from literature is available for prison program planners due to the shortage of testimonials in research or trade (corrections) journals (Tewksbury & Dabney 2004). The articles these authors reviewed were either deficient in detail or simply did not provide sufficient instruction for modeling future prison volunteer programs (Tewksbury & Dabney 2004).

In the survey Tewksbury and Dabney conducted, they inquired about how satisfied volunteers were with their experience; about the communications between themselves and the prison staff and how cooperative, supportive and accepting the staff was toward the volunteers (Tewksbury & Dabney, 2004).

Regarding demographics, Tewksbury and Dabney report two-thirds of the volunteers are white, male, and middle aged. A majority of the volunteers had previously been involved in the prison chapel program and began volunteering through a religious desire to proselytize. 26.2% in this survey reported a desire to help others (Tewksbury & Dabney, 2004).

Another report provided data about a prison program that encouraged inmates to help other inmates. Warren and Harvey (2006), wrote that at a corrections center focused on rehabilitation, inmates stated that in the act of helping others, they experienced positive behavior changes of their own and the changes were more apt to become permanent (Warren & Harvey, 2006).

In the words of one author, “There is terrible suffering in this world ...in meeting this need, we experience our deepest humanity: we grow, we become truly rich, in the process” (Marshall, 2001).

Methods

Research Question

What are the perceived benefits of volunteering in corrections with the Alternatives to Violence Project, Inc.?

Research Design

This research utilized a non-experimental cross-sectional survey design. This design provides safety and anonymity for all participants yet enables collection of critical data for use in recruitment materials soliciting participants for this necessary prison work.

A review of the current literature has been conducted regarding the benefits of volunteerism in all fields. This review provided the background for comparison with data derived from the survey.

Recruitment/Participants

The survey was submitted to the AVP-L email listserv, the listserv for the Alternatives to Violence Project facilitators. The participants are those members of the organization who have completed at least 60 hours of training prior to joining the list. The national chairperson and list coordinator were supportive of conducting the survey with the listserv and anticipate using the results for future recruiting efforts. The list members were recruited with the attached email sent to all listserv members requesting their participation by opening the SurveyMonkey webpage and completing the anonymous survey.

Data Collection

The data was retrieved from the SurveyMonkey website after the survey period was completed. The responses were reviewed for themes and consistency and results compiled herein. The raw data has been analyzed and is reported within this document.

Survey

This project paper employed a survey instrument administered through web based survey collection with the SurveyMonkey (SM) website. This survey sought to elicit information from members of the listserv of volunteers in AVP. The survey instrument was submitted, reviewed and approved by the Human Subjects Committee of the University of Nevada, Reno (IRB), prior to soliciting respondents. The AVP-L listserv currently has 295 members. All were requested to participate in the survey.

Survey questions asked about volunteers' age, length of time as AVP volunteers, frequency of volunteering, and the perceived benefits they may have experienced in corrections settings. The SM website supports multiple-choice questions and open-ended questions. SM also allows for protecting the confidentiality of survey participants. The survey instrument is attached (as a Word document) for review.

Participation in this survey was by self-selection only and completely voluntary. All participants interacted with the webpage only and had no direct contact with this writer. Only standard demographic information such as gender, age, length of time as AVP volunteer, potential benefits from volunteer activity and, suggestions for recruitment of new volunteers was asked. All information collected from the website was confidential and provided data only. The researcher had previously requested that SM collect no personal information about participants such as name or email addresses. SM retains IP addresses but these are for their record keeping and are not provided to this author. The listserv members received an emailed request (included here) from the author asking them to participate in the survey by opening the hyperlink to the SM webpage.

For the purposes of this proposal, I requested that respondents take the survey within a 14 day period following my posting of the initial request sent to the listserv. Two to four days after the first email requesting participation, a reminder email was sent to the list participants.

Human Subjects Protocol Application

The Human Subject (IRB) Protocol application was completed and is included in this paper. IRB committees work to protect and secure the mental, emotional and physical safety of those individuals who participate in research at the University of Nevada, Reno. All requests from the IRB have been complied with in the preparation of this paper and the survey utilized for data collection.

Results

Survey Sample Size

There were sixty-one respondents who took this survey out of a total of 295 possible participants during the open period from March 1 through March 14, 2011. This number produced a total 21% (20.7%) response rate for the two week response interval. These survey results appear to represent a cross-section of AVP participants active in volunteering.

Demographics of Respondents

Length of Time Volunteering

Overall, survey participants are a highly experienced (53% had more than 10 years of experience) group of volunteers who participate in the Alternatives to Violence Project (AVP). The second highest numbers of those participating in the survey have 4 to 10 years experience, (39.7%). Whereas 11.1% have 1 to 3 years of experience and no respondents reported fewer than 12 months experience.

Length of Time Volunteering Responses

<i>Survey Question: How long have you been a volunteer in the Alternatives to Violence Project?</i>	Response Percent	Response Count
Less than 12 months	0.0%	0
1 to 3 years	8.6%	5
4 to 10 years	37.9%	22
11 years or longer	53.4%	31

Gender of Volunteers

The volunteers participating in the survey were nearly three-quarters women. Of the total respondents 74% were female and 25.9% were male.

Gender Query Responses

<i>Survey Question: What is your gender?</i>	Response Percent	Response Count
Male	25.9%	15
Female	74.1%	43

Education Level of Respondents

Volunteers in this corrections program are a highly educated group. A majority of respondents to this survey, (68.4%) report holding a master's or doctorate degree. Those reporting a college degree were 21.1%. A small number, (10.5%) have some college experience. This data represents a narrow general population niche of individuals with more than two-thirds (68.4%), of survey respondents holding masters or doctorate degrees.

Education Level of Volunteers

<i>Survey Question: What is your education level?</i>	Response Percent	Response Count
Some high school	0.0%	0
Completed high school or GED	0.0%	0
Some college	10.5%	6
College degree	21.1%	12
Masters or doctorate degree	68.4%	39

Age of Volunteers

The age of survey participants and volunteers may be considered a mature population. Most (49.2%) participants were reported being 51-65 year age group with nearly as many who were 66 years or older. Only two surveyed were under the age of 35.

Age of Volunteers Responses

<i>Survey Question: What is your age group?</i>	Response Percent	Response Count
Under 35 years of age	3.2%	2
36-50 years old	11.1%	7
51-65	49.2%	31
66 years or more	36.5%	23

Recruitment Methods

A majority of respondents (54.1%) were personally recruited by someone they knew or to whom they are related. The second highest number of respondents (36.1%) were recruited through a religious organization. The three other possible choices received 6.6% (saw a flyer about AVP), 9.8% (other method or experience), and 4.9% (attracted by an article or other periodical) respectively.

Five possible recruitment methods were listed in this question, with a sixth response of “other,” included to indicate potential recruiting methods not suggested in those choices offered. For this question, the “other” possible options were not specified. The sum total of the two choices that received the least number of responses (“I saw a flyer about AVP”), and (“I was attracted by an article or notice in a newspaper or periodical”), received less than 12% of the total number of responses. This low response rate suggests that these methods are either very ineffective or rarely utilized.

Recruitment Methods Question

Survey Question: How were you recruited into the Alternatives to Violence Project, Inc. (AVP)?		
	Response Percent	Response Count
A family member, friend, or acquaintance suggested AVP to me	54.1%	33
Through a religious organization	36.1%	22
Other method or experience	9.8%	6
I saw a flyer about AVP	6.6%	4
I was attracted by an article or notice in a newspaper or other periodical	4.9%	3
I heard an interview on the radio or TV or other electronic medium	0.0%	0

Reported Benefits of Volunteering

The greatest number of respondents identified “provides another way to look at myself and my assumptions” (91.5%), as a benefit from the experience of AVP workshops. Providing an “opportunities to give back” had nearly as many responses at 86.4%. All of the offered possibilities were selected for a majority of the respondents taking the survey. This suggests there are a broad spectrum of benefits experienced by most AVP volunteers in corrections settings.

Benefits of Volunteering Responses

What are the benefits you experience volunteering in the AVP workshops? Please check all that apply.		
	Response Percent	Response Count
Gives me another way to look at myself and my assumptions	91.5%	54
The workshops provide an opportunity for me to "give back"	86.4%	51
I feel it improves my well being	84.7%	50
It reduces violence in our society	83.1%	49
It provides a spiritual recharge for me	71.2%	42
Other benefits (open-ended responses are found in the Appendix to this paper)		27

Recommended Recruitment Methods

The most recommended method for recruitment of new volunteers was that of contact through or solicitation by a friend or family member at 86.2%. In a diminishing response rate were “presentations about AVP” at 70.7%, “through a religious organization” at 53.4%, “an interview on the radio or TV” at 32.8%, and “a flyer about AVP” at 24.1%.

Recruiting Methods Survey Question

What recruiting methods do you feel are most effective? Check methods you have used and feel might be effective in recruiting volunteers?		
	Response Percent	Response Count
Friend or family member contact	86.2%	50
Presentation about AVP	70.7%	41
Through a religious organization	53.4%	31
An interview on the radio or TV	32.8%	19
A flyer about AVP	24.1%	14
Other (not specified)	20.7%	12

Potential Volunteers' Fears About Prisons

The overwhelming number of volunteers (96.4%) felt that “sharing personal reactions to entering prisons for the first time” was the most effective tool for addressing potential volunteers’ fears of entering a penal institution. At much lower response rates, “written testimonies from other volunteers,” (27.3%) and “addressing fears in AVP flyers” (10.9%), were selected as useful for addressing volunteers’ fears.

Fear About Working In Prisons Responses

Potential volunteers may have some fear about working in a corrections setting. What have you found is most effective in addressing fears about volunteering in prisons or other corrections settings? Add any suggestions you have found to be effective.		
	Response Percent	Response Count
Sharing my own reactions when first entering a corrections facility	96.4%	53
Providing written testimonies from other volunteers	27.3%	15
Addressing potential fear of corrections in recruitment flyers	10.9%	6
Other suggestions (open-ended responses are found in the Appendix to this paper)		23

Discussion

Benefits of Volunteering in Corrections with AVP

It is clear that the benefits for volunteers in the AVP program are rich and varied. Of the possible benefits surveyed, none received fewer than 71% of responses. These responses range up to 91.5% with “giving me another way to look at myself and my assumptions.” This particular benefit could provide a tool for future recruitment through suggesting that persons looking for new meaning for their lives, feeling a sense of boredom, or reassessing their life, might well consider the challenge of becoming AVP facilitators. Because the second highest selected benefit was, “The workshops provide an opportunity for me to give back,” the rewards of having contributed to society may even point to the same recruitment methods and phrases used by organizations such as the Peace Corps. The Peace Corps capitalizes on similar hopes by defining their work as a “life-defining leadership experience” (Peace Corps, n.d.). AVP appears to evoke similar personal outcomes from volunteering according to this survey and this benefit may be useful for recruiting new AVP volunteers.

The survey responses selecting “reducing violence in our society,” “providing a spiritual recharge,” and “improving my well-being” were all greater than 70%, but fewer than 84%. These high response rates indicate these are useful and frequent benefits for including in discussions and recruitment materials for new volunteers. Many volunteers see AVP corrections workshops as reducing violence (and data on AVP confirm this), and this is a significant value for persons actively engaged in peace efforts or other non-violence efforts. “Want to reduce violence in your community? Start by working with future neighbors to prevent violence before it moves into your neighborhood,” an AVP flyer might read. Another might begin “Want more meaning and purpose in your life?” These may be the first things prospective volunteers need to hear.

Nationally, the Department of Labor statistics and other volunteer queries suggest that volunteers are generally healthier than reported by the general population (U.S. Department of Labor, Volunteering in the United States, 2009,). The findings from this data concur with the national labor statistics. These volunteers (84.7%) confirm they benefit from an improved sense of well-being.

The open-ended responses to this question regarding the benefits experienced by volunteers provide a rich slate of personal benefits for volunteers working in AVP corrections programs.¹ Many respondents cited the enrichment of becoming and participating in a community of volunteers (1B, 5B, 12B, 20B). Terms such as “fun” or “rewarding” are frequently used. Friendships are initiated in these workshops and personal growth is achieved. Several respondents felt that their skills, both personal and professional were improved and enhanced. The volunteers surveyed reported communication skills are improved in workshops also perceived to be improved for inmates. Several respondents reported feeling empowered by participating in activities they felt were “making a difference,” (6B) and “changing the world,” (1B, 6B) and “working for a better world” (3B).

Though many of these responses may seem to be simply improvements or enhancement of personal abilities, they are reported as personal benefits that read more like enjoyable experiences. “Adds to my sense of community” (5B); “very rewarding” (2B); “I enjoy ...” (7B); “real human connection” (15B); “I feel joy” (17B); “The joy in seeing others transform themselves” (26B); “extends my circle of friends,” “it’s positive and fun” (3B); and “making a

¹ *Note: Open-ended survey responses are located in the Appendix to this document. The responses are numbered beginning with 1 and continuing through all open-ended responses. The responses to the question about Benefits are all numbered in this manner: 1B, 2B, 3B, etc. The responses to the question about the Fears of Volunteers are numbered simply 1, 2, 3, etc.*

difference” (6B), are some of the statements. All of those here and others imply something much deeper than a simple benefit. These volunteers seem to be describing a heightened level of interpersonal interaction that achieves real human to human connection. This may prove to be the most basic of benefits.

Voluntarism, while generally viewed as an altruistic effort overall, may also be engaged in for personal advantage and experience. Since the greatest number of respondents indicated that the work provides personal growth in the volunteers’ views about themselves and their assumptions, they are citing a very personal benefit separate and apart from the organizational mission of AVP, of reducing violence in corrections facilities. While AVP’s mission includes enabling the *gaining of personal insights*, this must be viewed not only from the organizational goal, but viewed as an individual experience valued by most AVP volunteers (AVP Basic Manual).

Reported Recruitment Methods

Those taking this survey report being recruited most often (86.2%) through a friend or family member. This suggests that tools to increase the effectiveness of one-on-one recruitment need to be developed if great numbers of volunteers are to be recruited. Pamphlets and flyers with testimonials could be produced and made available to current volunteers for sharing with potential volunteers as a recruitment tool.

The second leading recruitment method was through an AVP presentation (70.7%). The national AVP organization has audio-visual and other printed materials useful for group presentations. This method is perceived as effective by survey respondents and could be improved through training offered at AVP conferences. The third highest recruitment selection, (53.4%), was solicitation through a religious organization. This is perhaps unsurprising since

AVP began through collaboration between the inmates in Green Haven Prison, NY and the local Religious Society of Friends (Quaker) group, (AVP Basic Manual). Since that partnership, other religious organizations have also become sponsors of AVP and partnered with local AVP groups. Efforts to encourage ecumenical collaboration by stressing the spiritual rewards of AVP and the mutuality of purpose in presentations to religious groups may increase volunteer recruitment.

Other survey choices such as interviews on radio or TV, newspaper or other articles, and flyers were cited less than 35%. Because these methods were least effective does not mean they should be abandoned, but may be less effective than individual or group (religious or not), presentations. The effort required for an interview, or for writing an article may be much less than a group presentation, so it should be considered on a regional basis.

Personal contact for new volunteers appears to be overall the most effective method for recruitment and could be assisted through workshops and outreach training at the AVP national level for local outreach in this effort. It is also possible that recruitment may be improved through coordinating group presentations in the community. Future recruitment considerations might include teams of presenters soliciting churches to include AVP presentations during religious services or congregational meetings.

Individual efforts to recruit volunteers need to be encouraged and assisted in ways that include trainings and printed materials that list personal benefits about AVP corrections. Recordings of volunteers in group and individual testimonies could discuss their experiences and how they have personally benefitted from their participation in AVP corrections workshops. The emphasis on benefits from AVP volunteering and process of these workshops may increase the success of individual personal contacts.

The fewest number of respondents (20.7%) selected the “Other” unspecified choice from those provided. Possible other methods of recruitment strategies might be creating local Facebook pages such as the AVP Maryland and AVP Queensland have or other social media. Because of the dynamic elements of Facebook, it does require ongoing efforts to maintain a sense of freshness and provide topics of interest for viewers. Likewise, but perhaps simpler are Twitter accounts. A local or even a national Twitter account might create a following within the peace and justice communities for covering topics such as a calls for facilitators (volunteer workshop leaders), notice of an upcoming workshop, corrections news, a prison initiating new AVP workshops, or other news bites covering non-violent efforts. Each local and regional AVP group must assess their need for volunteers and choose the best outreach and recruitment methods for the target population. National AVP leadership could undertake to develop various tools local groups could use for this purpose.

Methods of Recruiting

Years of Experience with AVP

There are few volunteers with 4 to 10 years of experience (37.9%), and even fewer of those with less than 4 years of experience (8.6%). This may represent a recent dip in new volunteers to the program. On the other hand, there is a near similar gap between the 4 to 10 years of experience (37.9%) and 11 years or longer (53.4%). Attention to numbers of new recruits to AVP and their demographics might provide early indicators of future volunteer target need. This is an important consideration for public health in reducing violence and specifically the efforts of this program in prisons. Additionally, the interest of public health is also well served by encouraging individuals to participate in (joyous and fun), work that provides a wealth of emotional, spiritual, individual and community benefits.

Gender of Volunteers in AVP

Nationally, women volunteer at a higher rate than men according to the Bureau of Labor statistics (U.S. Department of Labor, 2009). The 2009 national data report that women volunteered at the rate of 30.1%, while men volunteered at the rate of 23.3% of the total population (U.S. Department of Labor, 2009). The rate of female AVP survey respondents was 74.1%. This is more than double the national rate for women volunteers. If this population of AVP-L listserv and survey participants is representative of the total number of AVP volunteers, the difference between these volunteers and the national population of general volunteers is significant. Currently AVP national does not ask for volunteer gender information. Collection of AVP gender would enable comparison with national data on all volunteers. Such data could contribute useful information to future research and volunteer recruitment efforts.

Education Level of Volunteers

The population of volunteers taking this survey report being highly educated (68.4% reported master or doctorate degree). The higher levels of education reported is consistent with national statistics demonstrating that voluntarism levels increase as educational levels rise (U.S. Department of Labor). Nationally, college graduates in general volunteer at a rate of 42.8%, compared to 18.8% of high school graduates who volunteer (U.S. Department of Labor). This data aligns with the national data indicating more education equals more volunteering (U.S. Department of Labor). These AVP volunteers are a narrow niche of the total U.S. volunteers.

Does this mean that AVP should look for new volunteers in the ranks of the higher educated? Or should recruitment methods to diversify the volunteer pool be considered? Is this data significant to the ability of the AVP organization to expand the number of volunteers and increase the workshops held in U.S. prisons? What is the effect of a very well educated pool of

volunteers on recruiting success? These questions need to be considered in future volunteer solicitation efforts.

There is however, some precedent for well educated corrections volunteers. According to a profile of volunteer corrections chaplains in a Southern state from 2003, 47% of those volunteers had at least a 4-year degree or more (Tewksbury & Dabney, 2004). These similarities to the current survey may indicate that correction volunteering is particularly appealing to well educated individuals. Future discussions about recruitment efforts may wish to consider how to recruit individuals from a broader spectrum of experience and education. Efforts could include consideration of AVP presentations to labor unions or corporations seeking to increase their employee volunteer activities and potentially reduce their risks of violence in the workplace.

Some organizations recruit by suggesting that future volunteers will experience “working with some of the brightest people” (Frantz, 2009, p. 8; para 2). AVP could use this selectively as a promotional method for AVP. Because this might be interpreted as elitist, it would need to be used with caution.

AVP may choose to either direct efforts for future recruitment to populations such as universities, or increase efforts in recruiting individuals with more diverse backgrounds such as through unions or corporations seeking to improve the health and public service efforts of their employees.

Age of Volunteers in AVP

This mature and aging population of AVP volunteers (49.2% are 51-65 years old, 36.5% are 66 years or older), clearly points to the necessity of recruiting younger volunteers for program longevity. Nationally, the largest segment of volunteers was in the 45 to 54 year old segment (U.S. Labor, 2010). The greatest number of AVP volunteers report being older than the

national data set and only 11.1% were in the 36-50 year range. Seeking methods and venues that would reach younger groups of individuals could broaden the range of AVP volunteers and possibly improve program longevity.

Best Methods for Recruiting According to Respondents

The highest number of responses for the question about recruiting methods for new volunteers selected solicitation through a “friend or family member” as the best choice. Unfortunately, this method of recruitment requires a great deal of one-on-one effort and can be very time consuming. It is possible that organized methods to reach larger groups such as church groups or university students meeting in classes or assemblies would increase the amount or number of contacts and minimize the time required recruiting new volunteers.

The second highest level of responses was through a religious organization (53.4%). Because AVP initially started as collaboration between the Quakers and inmates at Green Haven Prison, NY, religious organizations have proven a natural audience for outreach efforts for AVP.

Methods of specific benefits reported in the open-ended comments (see appendix) from this survey of volunteers can be useful to increase the program visibility. For example, comments about improved communication skills are noteworthy benefits. It can also increase recruitment and reduce violence through AVP workshops.

Future Directions

The focus of this research was to chronicle the benefits of AVP corrections volunteering. Nationally, the benefits of volunteer activities are well documented, but the research on corrections volunteer efforts were minimal at best. This data population is a highly experienced, aging, mostly female, and very well educated niche of volunteers. What will drive new volunteers to AVP however, are the benefits we now have defined. Using this knowledge,

methods for recruiting volunteers may be focused to attract those shown already to be a large part of this important corrections program. Future recruitment efforts would also benefit from including information about the level of intensity experienced for the surveyed benefits. Including a Likert-type survey (from low to high), would greatly expand our understanding of these volunteer activities. Where it is possible to survey inmates, information about the benefits this population experience would provide effective data useful for corrections administrators and state legislators. Additionally, adding a pre- and post-volunteering survey of benefits could provide information on expectations or the anticipated benefits of corrections volunteering.

From the open-ended questions asking about volunteer benefits, several responses spoke to possible future queries that may be considered for increasing our knowledge about this pool of volunteers. Here are possible questions for future surveys:

“Are AVP workshops a useful tool for expanding my own communication skills?”

“Is the community of inmates and outside facilitators formed through AVP workshops beneficial to my personal well-being?”

“Rate the cost(s) of volunteering in AVP.” (From 0-5)

AVP Effects on the Corrections Facility and Recidivism

The research on AVP in prison has documented reduced inmate recidivism (Miller & Shuford, 2005). Additionally, anecdotal reports from AVP corrections volunteers provide consistent evidence of the overall beneficial effect AVP has on the prison social climate. While there are challenges to conducting research with inmate populations, increasing the number of this much needed research could impact future corrections policies and practices.

Future Recruiting Efforts

Results from this survey show strong recommendations for both one-on-one recruitment effort and recruitment through religious organizations. This information may indicate that recruitment might be increased utilizing group presentations with collaborating religious organizations that include a one-on-one period of contact following such presentations. Group AVP presentations that list the benefits from this research, followed by teams of individuals willing to participate in one-on-one discussions for interested individuals may increase recruitment success.

New Conceptualizations of Inmate Populations

It is possible that conceptualizing corrections settings in new and imaginative ways such as thinking of prisons as a metaphor for a “third-world” entity or “underdeveloped nation” might spur creative thinking for new and unique methods of recruiting volunteers. Rethinking volunteer solicitation may require actively changing how we see corrections and the place corrections holds in our society. Would it be useful to utilize metaphors that begin to counter our own as well as the public view of inmates as disposable individuals? Truly these populations are, for the greater part, a pool of potentially useful citizens given the appropriate tools (some of those tools being available in AVP workshops). In much the same way, least developed countries in the world are developed, through strategic planning and resource development. AVP workshops specifically work on resource development by engaging the whole individual through the use of thought-provoking questions and lively discussions intermingled with creative, constructive, and cooperative interactions. AVP may also benefit from strategic planning that includes corrections reform. The 35 years of AVP experience in corrections means that the volunteers in this program have unique knowledge of the U.S. corrections system. I understand from email message that

appear on the AVP-L listserv that a number of AVP volunteers are already actively engaged in working to change the punitive culture where we volunteer. However, our experience and wealth of insider information also provides us with the ability to lobby for new and improved penal methods. The high costs of incarceration, both economic and personal, are unhealthy and disabling. In considering how we recruit for new volunteers, considering how we portray prisons and inmates and taking steps to reframe those views may begin to assist with the work of system reform.

Limitations

With research chronicling the benefits, it is time to ask about the costs of this volunteer work which was not included in this survey. One of the open-ended responses referred to the costs of AVP corrections work and the statement rang true. Costs there are, but clearly, the benefits are greater or there would not be an ever expanding program. We can however, survey and learn what we only sense about the individual challenges of this work. This knowledge would also improve the AVP experience of individual volunteers by learning how to improve upon it. Another limitation to the present study is that the sample is mostly female and highly educated and these results may not be applicable to other populations.

A limitation of this research was the lack of existing research on the benefits of corrections volunteering. This volunteer activity is under-researched and limits the ability to generalize the benefits from this research to other corrections volunteering.

In summary, the value of this research is that the data included here will encourage dialogue and debate about the process of recruiting AVP volunteers. Recruitment efforts that include the known benefits of AVP volunteering may thus increase the number of volunteers participating in this program and the number of workshops AVP provides to incarcerated individuals. This important program enables not just those perceived by the general public as discarded human beings to embrace their own tender, respectful, and healing attributes, but AVP also works on those of us who thought we were helping them. It is the hope of this author that this information will be disseminated and utilized for increasing future recruitment and retention of volunteers to this valuable program.

Conclusions Regarding the Research Question

Through this research and survey, useful information was gained about the range of benefits volunteers experience in corrections settings, but did not find out which benefits are most important for most volunteers. It is now possible to state with certainty, specific beneficial effects from this volunteer work, but not whether the most highly ranked benefits apply to most volunteers. We know this population of survey respondents experience a vast range of benefits. What is not known is whether the AVP-L listserv members, and specifically, this group of survey respondents, represent the entire population of AVP volunteers. Additionally, future research should include a question about the amount time (hours) spent in AVP corrections work. Such a question would help determine individual level of participation and commitment in this program.

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Appendix

*Survey instrument and website***Prison Volunteer Survey****[Exit this survey](#)****Consent to Participate in a Research Study**

1. You are being asked to participate in a research study. The purpose of this study is to collect information about the benefits of volunteering in the Alternatives to Violence Project, Inc. (AVP), in corrections facilities.

The survey asks you about benefits you feel you have experienced volunteering in AVP workshops and how you were recruited to become a volunteer.

Thank you for agreeing to participate in this survey. Your responses will be confidential and no identifying information such as your name or email address will be collected by the researchers.

The survey will be available for responses for 2 weeks and then closed.

Your participation in this research study is voluntary and you may withdraw at any time. There is no penalty if you decide to withdraw.

There are no known risks for survey participation. Should you have any questions, please contact Donna Murphy-Sharp (775)345-1515, donnamurphysharp@gmail.com or Paul Devereux, Ph.D., at (775) 682-7090 devereux@unr.edu. This research has been reviewed according to the University of Nevada, Reno IRB procedures for research involving human subjects.

If you do not wish to participate in the research study, please decline participation by exiting the website. To begin the survey, accept the statements below and proceed to the first questions.

I agree that I:

- have read the information above and in the email I received
- I am voluntarily agreeing to participate
- I am at least 18 years of age

Next

Prison Volunteer Survey

[Exit this survey](#)

Recruitment Information

1. How were you recruited into the Alternatives to Violence Project, Inc. (AVP)?

- ☐ A family member, friend, or acquaintance suggested AVP to me
- ☐ I saw a flyer about AVP
- ☐ I was attracted by an article or notice in a newspaper or other periodical
- ☐ Through a religious organization
- ☐ I heard an interview on the radio or TV or other electronic medium
- ☐ Other method or experience

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Benefits of Volunteering

1. What are the benefits you experience volunteering in the AVP workshops? Please check all that apply.

- ☐ The workshops provide an opportunity for me to "give back"
- ☐ It reduces violence in our society
- ☐ Gives me another way to look at myself and my assumptions
- ☐ It provides a spiritual recharge for me
- ☐ I feel it improves my well being

Other (please specify)

Prison Volunteer Survey

[Exit this survey](#)

Methods for Recruiting

1. What recruiting methods do you feel are most effective? Check methods you have used and feel might be effective in recruiting volunteers?

- ☐ Friend or family member contact
- ☐ A flyer about AVP
- ☐ Presentation about AVP
- ☐ Through a religious organization
- ☐ An interview on the radio or TV
- ☐ Other

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1. Potential volunteers may have some fear about working in a corrections setting. What have you found is most effective in addressing fears about volunteering in prisons or other corrections settings? Add any suggestions you have found to be effective.

- ☐ Providing written testimonies from other volunteers
- ☐ Sharing my own reactions when first entering a corrections facility
- ☐ Addressing potential fear of corrections in recruitment flyers

Other (please specify)

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Length of Time as AVP Volunteer

1. How long have you been a volunteer in the Alternative to Violence Project?

- ☐ Less than 12 months
- ☐ 1 to 3 years
- ☐ 4 to 10 years
- ☐ 11 years or longer

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Gender information

1. What is your gender?

- ☐ Male
- ☐ Female

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Educational Level

1. What is your education level?

- ☐ Some high school
- ☐ Completed high school or GED
- ☐ Some college
- ☐ College degree
- ☐ Masters or doctorate degree

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Age (by group)

1. What is your age group?

- ☐ Under 35 years old
- ☐ 36-50 years old
- ☐ 51-65 years old
- ☐ 66 years or more

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Prison Volunteer Survey

[Exit this survey](#)

Thank you.

Your participation in this survey is appreciated. The data will be reviewed after the closing date and the data will be included in a report that will become available for use in future volunteer recruitment.

Prev

Done

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Create your own [free online survey](#) now!

The above facsimile of the survey is a Word representation. The actual survey instrument is available to view at this webpage [Prison Volunteer Survey](#).

Email to Participants Requesting Participation

Hello Facilitators –

I am an AVP facilitator from Reno, Nevada, engaged in a research study on the benefits of volunteering in the Alternatives to Violence Project, Inc., in corrections facilities.

Your participation in a brief online survey (web address below) about your own experiences as an AVP volunteer would be very much appreciated and add to the growing body of research on AVP programs. You must be 18 years or older to participate.

The survey (at the SurveyMonkey website) takes approximately 5 minutes to complete. Your responses to the survey are completely confidential, i.e., no one will be able to identify you from your responses. While there will be no individual information collected, SurveyMonkey collects IP addresses of all who visit their website. If you are using a computer that others also use, you may wish to close your browser after completing the survey.

The survey will be available for participation for 2 weeks only and then closed.

The research is being conducted by Donna Murphy-Sharp at the University of Nevada, Reno. If you have questions or concerns about the survey, contact me at (775) 772-4953, donnamurphysharp11@gmail.com, or Paul Devereux, Ph.D., at (775) 682-7090, devereux@unr.edu.

You may ask about your rights as a research subject or you may report (anonymously if you so choose) any comments, concerns, or complaints to the University of Nevada, Reno Social Behavioral Institutional Review Board, telephone number (775) 327-2368, or by addressing a letter to the Chair of the Board, c/o UNR Office of Human Research Protection, 205 Ross Hall/331, University of Nevada, Reno, Reno, Nevada, 89557.

If you are using a computer that others have access to, you may wish to close the web browser after completing the survey.

The survey is located at: <http://www.surveymonkey.com/s/TCH7ZL9>.

Please double click on the web link to begin the survey. Thank you for your participation.

Protocol Application for the Involvement of Human Subjects in Social Behavioral Research

Investigator Note: Please submit a complete application with all required signatures, proposed consent documents, recruitment materials, study materials, and supplemental forms. Applications will be screened for completeness; incomplete applications will not be submitted to the IRB for review until complete.

Version Date: 02/27/11

(Version Date required for complete submission; may not be handwritten)

SECTION I: General Information

1. Submission Type

- ☒ New protocol
- ☐ Revised protocol in response to IRB review report; UNR protocol number:
- ☐ Protocol modification request; UNR protocol number:

Type of IRB Review

- ☐ Full Board (the research poses greater than minimal risk to the subjects)
- ☒ Expedited Review (minimal risk research); **complete and attach Expedited Review Checklist**
- ✓ Indicate Category Number(s) selected on the Expedited Review Checklist: 7

Minimal risk means that the probability and magnitude of harm or discomfort anticipated in the research are not greater in and of themselves than those ordinarily encountered in daily life or during the performance of routine physical or psychological examinations or tests. [45 CFR 46.102(i)]

Are you requesting *Approval in Principle* for this project?

- ☐ Yes → If yes, the project must satisfy the requirements described in the box below.
- ☒ No → If no, **GO to #2.**

Approval in Principle: Only applies to **sponsored research** with indefinite plans involving human subjects. Certain types of applications for grants, cooperative agreements, or contracts are submitted to departments or agencies with the knowledge that subjects may be involved within the period of support, but definite plans would not normally be set forth in the application or proposal. These include activities such as institutional type grants when selection of specific projects is the institution's responsibility; research training grants in which the activities involving subjects remain to be selected; and projects in which human subjects' involvement will depend upon completion of instruments, prior animal studies, or purification of compounds. These applications need not be reviewed by an IRB in their entirety before an award may be made; therefore, **Approval in Principle** is granted by the IRB to satisfy sponsoring agency requirements or to allow investigators to have access to funding to begin aspects of the project that do not involve human subjects. Once fully developed, the protocol must be submitted as a modification to the existing protocol and approved by the IRB prior to the involvement of human subjects in the project. Contact the OHRP for additional information. [45 CFR 46.118]

2. Study Title: Reported Benefits of Prison Volunteering

3. Abstract: In 250 words or less, provide a brief abstract of the proposed research in language that can be understood by a non-scientist. The abstract should summarize the background leading to the proposed project, the research questions being asked (purpose), the relevance of the problem to be solved (significance), method and design of the study with an emphasis on what

will happen to the subjects, the anticipated results, and the conclusions/implications of the anticipated research findings as they relate to the purpose of the study.

The research regarding the benefits of general volunteerism documents a range of benefits from improved health and more years of life to a more positive view about one's life (Allen, 2008). This research makes it clear that the effects of volunteering are beneficial and measurable to individuals as well as those organizations and other entities relying on volunteers. Various studies point to the value and need for volunteers in many different fields not just to fulfill humanitarian needs but also to improve individual health outcomes.

Volunteer efforts that have received little attention and research are those working inside correctional settings with incarcerated individuals. This project will address this deficiency through administering a survey to a group of those volunteers about the benefits they receive while working in prisons and other correctional facilities. This will be achieved through use of an anonymous online survey instrument coupled with a review of the existing literature regarding general volunteer work. Results from this survey will be reported in the written project paper along with a Suggestion Guide that will propose ideas to be utilized in the future recruitment of individuals to prison volunteerism.

The Bureau of Labor Statistics reports (U.S. Department of Labor, 2009) that over 63 million people volunteered in 2009. This suggests that volunteers are a large and significant portion of unpaid employees in the U.S. Of this population, a significant number choose to volunteer in prison settings. Even though many volunteer in corrections, a steady influx of new volunteers is required to continue the much needed efforts there. What are the benefits experienced by those contributing approximately 3 billion hours from their own lives to do the work of helping those who are incarcerated (U.S. Department of Labor, 2010)? Research has been conducted about the accrued benefits that volunteers generally experience through their unpaid efforts. The possible benefits or effects of prison volunteering is a void in the existing literature. In addition to a review of the literature regarding the known benefits for volunteers, I will conduct a survey of volunteers in the Alternatives to Violence Project (AVP) regarding the benefits they report for comparison. These findings will be presented in the final project paper and will provide factual and substantive data regarding this volunteer prison program. See question 29 for literature references.

4. Type of Study

(Check all that apply)

- ☐ Faculty Research
- ☐ VA Research
- ☒ Student Research
 - ☐ Undergraduate Honors Thesis
 - ☒ Comprehensive Project
 - ☐ Thesis
 - ☐ Dissertation
 - ☐ Other Specify:
- ☐ Other Specify:

5. Dissertation or Master's Thesis Committee Approval

Has this research been approved by the Student Investigator's dissertation or thesis committee?

☐ Not applicable

☒ Yes

☐ No → If no, do not submit this application until approval is granted.

6. Principal Investigator (Only one investigator may serve as the PI.)

Note: Students may be PI only on applications for exempt research.

Name and Degree(s):	Paul Devereux, Ph.D.		
Mailing Address:	MS274		
Department:	School of Community Health Sciences		
Email:	devereux@unr.edu	Phone: 682-7090	Fax: 784-1340

7. Student Investigator

(Complete only for student-initiated research; students working on faculty-initiated research should be listed under "Co-Investigators" below. All student research must have a faculty member as the Principal Investigator, unless the application is for exempt research.)

Name and Degree(s):	Donna Murphy-Sharp		
Mailing Address:	3220 Churchill Dr., Washoe Valley, NV 89704		
Department:	School of Community Health Sciences		
Email:	donnamurphysharp11@gmail.com	Phone: 775-772-4953	Fax: 7775-345-1515

8. Contact Person

(You may identify an investigator, student, or staff member to serve as the primary point of contact for all correspondence; otherwise all communications will be sent to the Principal Investigator.)

☒ Check here if same as Student Investigator

Name and Degree(s):			
Mailing Address:			
Department:			
Email:		Phone:	Fax:

9. Study Personnel and Roles

List all research personnel associated with this project.

<u>Name and Degrees(s)</u>	<u>Title on Project</u> Principal Investigator (PI)(only one person may serve as PI); Co-Investigator (Co-I); research assistant, statistician, etc.	<u>CITI Expiration Date</u> mm/dd/yy	<u>Role on Project</u> Specify the responsibilities of each individual listed, e.g. study coordination; obtain consent: recruitment; assessments; data collection; statistics; data analysis; etc.
John Researcher, Ph.D.	PI	05/02/12	e.g. Responsible for obtaining consent; data collection
Paul Devereux, Ph.D.	PI	4/27/11	General oversight for the research.
Donna Murphy-Sharp	SI	3/31/15	Study coordination, consent, recruitment, assessments; data collection, statistics,data analysis

10. Research Responsibilities

How will the Principal Investigator ensure that all study personnel are adequately informed about the protocol and their research-related duties?

The PI will meet with the student investigator at least monthly (more often if needed) to discuss the current status of the research, provide guidance (if needed), and to insure that the SI remains aware of protocol-related duties.

11. Performance Sites

11.a. Study Locations (Check all that apply)

☐ UNR Campus (“Campus” includes main campus, UNSOM, UNCE, Warren Nelson Building, Redfield Campus, CASAT, Sanford Center for Aging)

☐ Classroom Specify:

☐ Clinic Specify:

☐ Other Specify:

☐ VA Sierra Nevada Health Care System (VASNHCS)

✓ **Required:** Attach review of VASNHCS Protocol Review Subcommittee.

☐ Desert Research Institute (DRI)

☐ Truckee Meadows Community College (TMCC)

✓ **Required:** Attach permission letter from TMCC administration.

☐ University of Nevada, Las Vegas (UNLV)

✓ **Contact** the OHRP at (775) 327-2368 about the reciprocal UNR-UNLV IRB review agreement

☐ Washoe County School District

✓ **Required:** Attach principal permission letter(s)

☐ Whittemore Peterson Institute (WPI)

☐ Renown Regional Medical Center

✓ **Contact** the OHRP at (775) 327-2368 about IRB requirements

☐ St. Mary’s Regional Medical Center (a member of Catholic Healthcare West)

✓ **Contact** the OHRP at (775) 327-2368 about IRB requirements

☐ Web-based research

☒ Other Specify: AVP-L Internet listserv (Alternatives to Violence Project, Inc. listserv).

✓ **Required:** Attach all site permission letters

[This project cannot be reviewed, approved, or initiated until written documentation of site permission is submitted. The only exception to this requirement is if IRB approval is also required at the external site(s).

Non-University IRB approval(s) may be submitted later; however, the research may not begin at the non-University/non-affiliate site until the UNR IRB has received a copy of the external IRB approval.]

11.b. Describe the facility or site in which the research will be conducted.

The AVP-L listserv is composed of a group of individuals actively engaged in corrections volunteering through the Alternatives to Violence Project, Inc. (AVP) organization. These volunteers have all completed 60 hours of training and then become facilitators for future workshops. The AVP-L listserv is specifically for facilitators in the AVP program interested in exchanging useful ideas and exercises for these workshops. AVP-L stands for Alternative to Violence Project-Listserv.

This project proposes to send an emailed request to all AVP-L facilitators on the AVP-L listserv requesting their participation in a brief SurveyMonkey survey. (copy included with submission)

11.c. Does this study involve collaborating with investigators also engaged in the research at a non-University or unaffiliated organization? [The VASNHCS, UNLV, DRI, TMCC, and WPI are University affiliates for human research protection purposes.]

☐ Yes If yes, please list all collaborating organizations and complete 11.d.

☒ No If no, SKIP to Section II.

11.d. Has or will this study be submitted to another IRB?

☐ Yes If yes, complete the rest of 11.d

☒ No If no, SKIP to Section II.

Please provide the name and contact information for the other IRB(s) to which this study will be submitted.

Describe the procedures for dissemination of protocol information (IRB initial and continuing approvals, relevant reports of unanticipated problems, protocol modifications, and interim reports) between all participating organizations:

✓ Attach a copy of the IRB decision and approved consent documents when received.

SECTION II: Funding

12. Is or will there be funding (including personal funds) for this project?

☒ No If no, SKIP to Section III.

☐ Yes If yes, complete items 13-16.

13. Funding Agency and Sponsor Information

Funding Source	Name of Department, Agency, Sponsor, or Source
<input type="checkbox"/> Federal	
<input type="checkbox"/> State of Nevada	
<input type="checkbox"/> Local Government	
<input type="checkbox"/> Industry	
<input type="checkbox"/> Internal Funding	
<input type="checkbox"/> Private/Other	
<input type="checkbox"/> Personal Funds	

14. Grant/Contract Information

Principal Investigator of Grant/Contract:		
Grant/Contract Title:		
Grant Number:		
Grant/Contract Status (e.g., pending, awarded):		

15. Required Documentation for Funded Research

For all human research funded in whole or in part with Federal, State, or local funds, please attach two copies each of the following documents:

Required attachments [Note: The protocol application will not be accepted without funding documentation]:

- ✓ If the research is supported either in whole or in part by federal, state, or local grant funds, each federal grant application, with budget, must be included with this application.
- ✓ If the research is supported either in whole or in part by a contract, each contract, including the statement of work and budget must be included with this application.

16. Conflict of Interest

For externally funded studies:

16.a. Does the PI or co-investigator(s), or their families, or any other member of the research staff, or their families, have a Significant Financial Interest (SFI), defined as a value that exceeds \$10,000, related to the proposed research?

- ☐ No If no, SKIP to Section III.
- ☐ Yes If yes, complete item 16b.

16.b. Please provide the following information for all members of the research team with a significant financial interest (SFI).

Name	Has a SFI Disclosure Form been submitted to the Office of Sponsored Projects?		Does the Office of Human Research Protection have a copy of the Management Plan?	
	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No

- ✓ Attach a copy of the SFI Management Plan for each individual, if applicable and not provided previously.

SECTION III: Subjects

17. Anticipated total enrollment for the life of the project

50-100

18. Subject Population(s):

Identify any subject population(s) that may be targeted for this study. Check all that apply:

☒ Adult Volunteers

☐ Children If this application involves children, submit Form D: Research with Children

☐ Prisoners If this application involves prisoners, submit Form C: Research with Prisoners

☐ Pregnant Women, Fetuses, or Neonates

If this application involves these populations, submit Form B: Research with Pregnant Women, Human Fetuses and Neonates

☐ Adults who have Impaired Decision-Making Capacity

If this application involves adults who have impaired decision-making capacity, submit Form A: Research with Adults who have Impaired Decision-Making Capacity

☐ UNR Students

☐ Economically Disadvantaged

☐ Low Literacy/ Educationally Disadvantaged

☐ Persons whose First Language is not English

☐ Other Specify:

19. Inclusion/Exclusion Criteria

List the inclusion and exclusion criteria. Any proposed exclusion based on gender (women of childbearing potential), age, or race must include justification for the exclusion.

19.a. What characteristics (inclusion criteria) must subjects have to be in this study? Specify for each subject group, if more than one group will be involved.

The individuals solicited for this Internet survey are all members of the AVP-L listserv and have all completed at least 60 hours of training as facilitators of Alternatives to Violence Project, Inc. (AVP) corrections workshops. They are being asked to participate because of their volunteer work and experience. The SI is also a facilitator and member of the AVP-L listserv.

19.b. What characteristics (exclusion criteria) would exclude subjects from this study? Specify for each subject group, if more than one group will be involved.

Only those individual who are volunteer facilitators in the AVP workshops and members of the AVP-L (Internet) listserv will be included. No others will be solicited.

19.c. Describe the conditions under which subjects may be removed by the investigators from the study, e.g., noncompliance with study rules, study termination.

The survey will be open for a period of 2 weeks. A reminder email will be submitted to the Internet listserv 2-4days after the initial request. At the end of the 2 week period no further responses will be accepted.

20. Potential for Coercion of Subjects

20.a. Do any of the listed investigators have relationships with potential subjects that could be construed as a conflict of interest or have the potential to be coercive or pose undue influence? [Researchers must be able to demonstrate that they will minimize the possibility of coercion or undue influence in recruiting and conducting research with humans participating in research. Examples of situations that may be potentially coercive or might pose undue influence, but are not limited to, a physician recruiting his/her patients, a professor recruiting his/her students, an employer recruiting his/her employees, and a therapist recruiting his/her own clients as research subjects.]

☐ No If no, SKIP to Question 21.

☒ Yes If yes, describe the safeguards that will be in place to minimize the possibility of coercion or undue influence in recruiting subjects and conducting the proposed research:

This SI is a facilitator member of the AVP-L listserv. Safeguards to protect subjects of this research are 1) participation in this Internet survey on SurveyMonkey is completely voluntary and 2) all individuals solicited for this survey are also AVP facilitators (who have completed at least 60 hours of training) and member of the AVP-L listserv. 3) The SI will have no way of knowing who completes the survey because all responses are confidential and individual information will not be collected or reported from their participation in the survey.

20.b. If you checked that potential subjects with Low Literacy/Educationally Disadvantaged will be targeted for this research, please describe the procedures to be used to minimize coercion:

n/a

21. Recruitment Procedures:

Investigators must keep in mind that contact with prospective subjects should not significantly intrude upon their privacy.

21.a. State who will recruit subjects.

The SI will recruit subjects by email (copy included with submission) to the AVP-L Listserv for distribution to the all listserv members.

21.b. Describe in detail where, when, and how recruitment will take place.

An email requesting participation will be sent to the AVP-L Listserv requesting facilitator members of the Listserv participate in an online survey located on the SurveyMonkey website.

21.c. State what potential subjects will be told during recruitment.

The listserv members will be asked to participate in an online internet survey on SurveyMonkey. They are told that the survey will ask for information about the benefits of volunteering and suggestions for recruitment of new volunteers as Alternatives to Violence, Project, Inc. volunteers.

21.d. Describe all materials that will be used to invite potential subjects to be in the study.
Check all that apply.

- ☐ Flyers
- ☐ Letters
- ☒ Emails
- ☐ Advertisements in mass media
- ☐ Other Specify:
- ✓ Attach copies of all recruitment materials (e.g., flyers, letters, emails, and advertisements for placement in mass media).

SECTION IV: Informed Consent

It is important to remember that informed consent is a **process** that begins with the initial contact / recruitment and continues throughout the study; informed consent is not simply the act of signing a consent form.

Please check all consent options below that apply to any or all subject populations and complete the relevant items for each:

- ☐ Signed Consent (Permission) = Written signed consent / parental permission will be obtained from subjects / parents(s) / legally authorized representative. Complete items 22 through 25, and 28.
- ☒ Waiver or Alteration of Signed Consent = Subjects / parents(s) / legally authorized representative are/is not required to sign a consent form. Subjects / parents(s) / legally authorized representative will give oral consent or permission, or investigator(s) may provide subjects / parents(s) / legally authorized representative with a written statement regarding the research, e.g., an information sheet, detailed invitation letter, introductory statement for online survey. Complete items 22, 23, 25, 26, and 28.
- ☐ Waiver of Consent = Informed consent will not be obtained from subjects / parents(s) / legally authorized representative, i.e., subjects will not know that they are (their child/ ward is) participating in a research study, or that private information about them is being used in a research study.
[NOTE: Waiver of consent / parental permission not approvable for FDA-regulated research.] Complete items 27 through 28.

22. Consent Process

22.a. List the persons who will obtain informed consent / parental permission / assent from subjects / parent(s) / legally authorized representative.

The SI prepared an informative cover letter as the opening page of the SurveyMonkey website.

22.b. Specify the language to be used by those obtaining consent / permission / assent.

The Letter to the participants and the (Word document) of the SurveyMonkey (html) survey are included. Both the Letter and the opening page of the survey incorporate statements regarding participants' consent to take the survey, and their rights to withdraw or refuse to take the survey.

22.c. Explain when and where informed consent / parental permission / assent will be obtained from subjects / parent(s) / legally authorized representative (e.g., clinic visit, via mail, public event, classroom).

The email requesting participation and the first screen of the online survey include Informed Consent language. The participants must first read the email then choose to proceed to a weblink, read more consent information, "Agree" that they are over 18, and they are told they may withdraw at any time they choose, prior to beginning the survey.

22.d. Explain how much time will be given the subjects / parent(s) / legally authorized representative to consider participation. NOTE: Potential subjects need adequate time to consider participation.

The survey will be open for a period of two weeks only at which time it will be closed. The period will begin within a week after satisfying the IRB application process and notification of such approval.

22.e. Explain the steps that will be taken to minimize coercion and undue influence during the consent / permission / assent process.

All participants will elect to take the survey or decline to do so. No coercion is possible as no information is currently available to the SI about the AVP-L listserv participants. Those who decide they will proceed to the SurveyMonkey survey may at any time choose to withdraw from the survey without penalty. All participants are volunteers, adults, and are in control of their interaction with the survey at all times.

22.f. Describe the steps that will be taken to ensure that consent is obtained in a language that subjects / parent(s) / legally authorized representative will easily understand.

All participants are English speaking and the language is simple and easily understood.

23. Subject Comprehension and Capacity to Consent

23.a. If persons whose first language is not English will be included as participants in this research, have recruitment and consent documents been prepared in the person's native language?

☐ Yes If yes, explain how and by whom the translation was prepared; provide a "back translated" copy:

☐ No If no, explain how the information will be provided to subjects in a language they can understand:

23.b. If non-English-speaking persons will be targeted to participate in this research (see Question 19a.), explain how their consent is to be obtained and documented:

23.c. Will the study include persons with limited decision-making capacity or hearing difficulty?

☒ No If no, SKIP to Question 24.

☐ Yes If yes, describe how the capacity to consent will be assessed for subjects. If a subject is incapable of providing consent, you will need to obtain consent from the subject's legally authorized representative. (See Section III above to determine if supplemental application forms are necessary).

24. Documentation of Consent (Signed Consent)

For each subject population, list the forms that will be used to obtain written consent /assent (i.e., adult consent form; parental permission form; surrogate consent form; child assent form, ages 12-17; child assent verbal script, ages 7-11; video tape/photograph consent form).

n/a

- ✓ Attach all forms to this application in the same format that they will be given to subjects. (Form templates and instructions are available on the UNR OHRP website at www.unr.edu/ohrp)

25. Incomplete Disclosure

Does the study design include the use of incomplete disclosure?

☒ No

☐ Yes

If yes, describe the rationale for using incomplete disclosure, how it will be used, and how the subjects will be debriefed. NOTE: In all cases of research involving incomplete disclosure, such research is justified only if it is clear that (1) incomplete disclosure is truly necessary to accomplish the goals of the research, (2) there are no undisclosed risks to subjects that are more than minimal, and (3) there is an adequate plan for debriefing subjects, when appropriate, and for dissemination of research results to them [Belmont Report, Part C.1.]

- ✓ Attach a copy of the debriefing statement

26. Waiver or Alteration of Signed Consent

26.a. Waiver or Alteration of Signed Consent

Please review the categories below to determine if this study or portion of study is eligible for a waiver or alteration of signed consent. Either Category 1 OR Category 2 must be true (select only one).

Category 1

The only record linking the subject and the research would be the consent document and the principal risk would be potential harm resulting from a breach of confidentiality. Each subject will be asked whether the subject wants documentation linking the subject with the research, and the subject's wishes will govern.

☐ False

☐ True ↓

Explain how this research meets category 1 based on protocol specifics:

Category 2

The research presents no more than minimal risk of harm to subjects and involves no procedures for which written consent is normally required outside of the research context.

☐ False

☒ True ↓

Explain how this research meets category 2 based on protocol specifics: Research is a brief internet survey that is not collecting sensitive information and the participant is free to delete email or exit the survey at any time. Members of the listserv will receive a solicitation request via email (copy included). They may delete the email or decide to connect to the

SurveyMonkey website. Should they decide to participate in the survey, (estimated time to complete: 5 minutes), they are free to exit at any time prior to completion. (A Word document of the SurveyMonkey survey is included with this application.)

✓ Attach script (for oral consent) or information sheet, if applicable.

27. Waiver of Consent

Does the study pose more than minimal risk to subjects?

☒ No If no, explain based on protocol specifics:

☐ Yes If yes, this waiver does not apply.

Will the waiver adversely affect subjects' rights and welfare?

☒ No If no, explain based on protocol specifics:

☐ Yes If yes, this waiver does not apply.

Would the research be feasible without the waiver?

☒ No If no, explain why it would not be feasible based on protocol specifics:

☐ Yes If yes, this waiver does not apply.

If appropriate, explain how the subjects will be given additional pertinent information about the study after their participation:

28. HIPAA Authorization

28.a. Is this research being conducted at a covered entity at the University or VASNHCS?

- ☒ No If no, SKIP to Section V.
☐ Yes

Covered entities are defined in the HIPAA rules as (1) health plans, (2) health care clearinghouses, and (3) health care providers who electronically transmit any health information in connection with transactions for which HHS has adopted standards.

28.b. Does this research involve the creation, use or disclosure of protected health information?

- ☐ No If no, SKIP to Section V.
☐ Yes

The Privacy Rule defines protected health information (PHI) as individually identifiable health information, held or maintained by a covered entity or its business associates acting for the covered entity, that is transmitted or maintained in any form or medium (including the individually identifiable health information of non-U.S. citizens).

If you answered yes to both questions above, you may be required to obtain separate authorization under the HIPAA Privacy Rule. Form templates and instructions are available on the UNR OHRP website (www.unr.edu/ohrp) or HIPAA Privacy Rule, Information for Researchers at the National Institutes of Health website (<http://privacyruleandresearch.nih.gov/>).

Please select the type of research subject authorization being requested:

- ☐ HIPAA authorization
☒ Attach the HIPAA Authorization form.
☐ HIPAA waiver of authorization [A waiver of consent must also be requested.]
☒ Attach the HIPAA Waiver of Authorization form.

SECTION V: Research Plan

Please answer the following questions in a language readily understandable by someone unfamiliar with the research project and outside the field of expertise. **Avoid the use of acronyms, and discipline-specific language or technical jargon, unless explained in lay terms.**

[For VA research, attach review of VASNHCS Protocol Review Subcommittee.]

29. Introduction

Summarize the background information that led to the plan for this project. Please provide references as appropriate and, when applicable, previous work in animal and/or human studies.

Research regarding the benefits of volunteering for individuals who choose volunteerism has been documented for multiple volunteer activities. Specific benefits that are supported through research can be provided Alternatives to Violence Project groups for use in seeking volunteers. The volunteer efforts that have not received research or survey are those of corrections volunteering. Interest in this survey was expressed in 2010 by members of the AVP-L listserv. Extensive literature reviews have gleaned two articles (only) that document some characteristics of the prison volunteering experience but none specifically report on the volunteer benefits.

References:

Allen, D. Volunteering works. *Mental Health Practice*, June 2008, V 11, 9.;

Brand, M.W., Kerby, D., Elledge, B., Buton, T., Coles, D., Dunn, A. Public health's response: Citizens' thoughts on volunteering. *Disease Prevention and Management*, V 17, 1. 2008;

Daoud, N., Shtarkshall, R., Laufer, N., Verbov, G, Bar-el, H, Abu-Gash, N, & Mor-Yosef, S. What do women gain from volunteering? The experiences of lay Arab and Jewish women volunteers in the Women for Women's Health Programme in Israel. *Health & Social Care in the Community*. 2010, 18, 2;

Trickey, R., Kelley-Gillespie, N., Farley, O.W., A look at a community coming together to meet the needs of older adults: An evaluation of the neighbors helping neighbors program. *Journal of Gerontological Social Work*. April 19, 2010;

MacNeela, P. The give and take of volunteering: Motives, benefits and personal connections among Irish volunteers. Original paper, School of Psychology, National University of Ireland, Galway, Ireland. 2008;

Marshall, L. The top 10 reasons you know you're a volunteer. Why volunteer? This exploration of volunteerism goes to the heart of the answer. *Nonprofit World*., V 19, 3. 2001.

30. Scientific or Scholarly Rationale

State the scientific or scholarly rationale for the study. What do you expect to learn for this study?

We expect to gain new knowledge about the specific benefits of volunteering through the Alternatives to Violence Project, Inc. corrections volunteering. This information will attempt to fill a deficit in the literature.

31. Research Questions / Purpose

What are the research questions / purpose of this study?

The purpose of this research study is to survey volunteers in order to learn the benefits of corrections volunteering for the Alternatives to Violence Project.

32. Research Methods

What research methods will be used? Give a brief non-technical explanation. Include the study design, statistical analysis methods, sample size, and power analysis.

This research will be a non-experimental cross-sectional study utilizing a survey instrument submitted on the Internet and accessed by volunteer participants. The sample size is anticipated to be 50-100 respondents.

33. Procedures

Describe the study procedures, including those procedures already being performed for diagnostic or treatment purposes, and a detailed account (step-by-step) of what subjects will experience during their participation in the study. Include the sequence of procedures (timeline).

The researcher will send the 'letter' requesting participation to the Internet list participants. The "letter" will contain the link to the URL (weblink) with the survey instrument. The survey is located at: <http://www.surveymonkey.com/s/TCH7ZL9>. The members of the listserv will open the document and choose to proceed with the survey or not. The survey is brief and consists of a few questions as discussed in #31 (above).

34. Time Commitment for Subjects

Describe the time commitment for subjects, including duration and the incremental time commitment (when applicable).

The survey takes approximately 5 minutes to complete.

35. Withdrawal

Describe the plan for voluntary and involuntary withdrawal of subjects in the study.

Individuals may choose to delete the emailed request or may not open the survey document, or may quit at any time they choose.

36. Web-based Survey

Will a web-based survey management provider be used for this project?

☒ Yes If yes, please complete the rest of this question.

☐ No If no, SKIP to Question 37.

If yes, indicate below how subjects will receive the URL. (Check all that apply.)

☒ Researchers will email subjects the survey URL.

☐ Researchers will email subjects the survey URL and retain the ability to associate subjects' responses with emails/names.

☐ Researchers will have the survey management provider email the survey link to subjects on their behalf.

☐ Researchers will post the URL for the survey to a website(s).

☐ Other Specify:

Specify the survey URL:

37. Study Instruments

List all questionnaires, surveys, diaries, assessments, and measurements; describe the purpose and use of each, cite the source, and indicate whether copyrighted.

A web-based survey is a major part of this research. The purpose is to collect information about the benefits of volunteering in the Alternative to Violence, Project. the survey is located at <http://www.surveymonkey.com/s/TCH7ZL9>. The survey is not copyrighted.

✓ Attach complete copies of all instruments listed above.

38. Videotaping, Audio Taping, and/or Photographs

Will videotaping, audio taping, or photography be used in this project?

☐ Yes If yes, please complete the rest of this question.

☒ No If no, SKIP to Question 39.

Describe the purpose and use of videotaping, audio taping, and/or photographs. [NOTE: For videotaping and/or photographs, please submit supplemental Video/Photograph Consent form.]

39. Payment / Compensation

Will any payment be given to subjects in this project?

☐ Yes If yes, please complete the rest of this question.

☒ No If no, SKIP to Question 40.

39.a. Describe any **payment** (e.g. monetary, free services, gifts, course credit, extra credit, or research experience credits) that will be given to subjects. (Note: The UNR Controller's Office requires identifying information from subjects to issue checks, cash, or gift certificates to payees originating from UNR-administered grants or contracts.)

[NOTE: Payment to subjects cannot be contingent upon their completion of the study.]

39.b. Explain the payment arrangements (e.g. amount and schedule of payment and the proposed method of disbursement), including reimbursement of expenses.

39.c. Will there be any partial payment if the subject withdraws prior to completion of the study (e.g. prorated)? If yes, explain:

39.d. Justify the proposed payment arrangements. Include in this answer how the proposed payment does not present undue pressure (or coercion) to for the subjects to participate.

39.e. If the research involves the possibility of added expense (**costs**) to the subjects or to a third party (such as an insurer), longer hospitalization, extra laboratory tests, travel, time missed from work, specify what the sponsor will cover and/or how the subjects will be compensated. (Note: Time is not considered a cost to subjects.)

39.f. If this research may lead to the development of a commercial product: State whether or not the subject will be compensated for the sale of the product(s).

39.g. If veteran subjects are recruited: Provide information regarding Department of Veterans Affairs coverage of subject costs incurred as the result of problems/adverse events that may arise during their participation in this study.

SECTION VI: Risks and Benefits

40. Risks and Inconveniences

40.a. Describe the potential risks (physical, psychological, social, legal, employment, financial, etc.) to subjects.

There are no known risks for participating in this survey.

40.b. Assess the likelihood and seriousness of those risks and the steps taken to minimize risks.

40.c. Describe any anticipated inconveniences the subjects may experience (time, psychological discomfort, abstention from food, etc.).

40.d. Describe the provisions for monitoring data to ensure the safety of the subjects (when applicable, for greater than minimal risk research).

N/A

40.e. If medical or psychological services are needed as a consequence of the research, describe how the subject will be referred to those services.

n/a

41. Benefits

41.a. Describe anticipated direct benefits to individual subjects. Do not include any incentives (money, gifts, etc.) here. If none, please indicate "none".

There are no direct benefits to individual subjects for participation in this survey.

41.b. Describe anticipated benefits to science, society, or a specific class of individuals. Include the importance or value of the knowledge this study is likely to generate.

The benefits of this survey are to add to the general body knowledge regarding corrections volunteers in the Alternatives to Violence, Project program.

42. Risk/Benefit Analysis

Describe how risks to subjects are reasonable in relation to anticipated benefits. If the risks outweigh the benefits to the subjects, explain why the research should be conducted.

The risks are minimal for individuals participating in this survey. The benefits are that they are contributing to the knowledge base about prison volunteer efforts. The information will add to the overall information about general volunteering and provide the ability to compare with volunteers in other programs.

SECTION VII: Privacy and Confidentiality

43. Privacy

Privacy involves the right of individuals to control access to their person, behavior, viewpoints, and private identifiable information.

How will the investigators protect the privacy of subjects at the time of recruitment, and during and after participation? The response should discuss how subjects will be recruited, including how researchers obtain initial contact information (if applicable) and when and where study participation takes place. For example, does recruitment and subject participation require a private setting rather than a public space? If an online survey will be used, list the need for subjects to close the down the web browser following completion of the survey in a public location or to delete cookies from their home computer.

An emailed participation request will be sent to the Internet list, AVP-L (Alternatives to Violence Project-Listserv) members requesting their participation in an on-line survey regarding the benefits of corrections volunteering. In the opening page of the SurveyMonkey survey they are informed that they survey is voluntary and that they may discontinue at any time. The SurveyMonkey website has been directed by the SI to collect no individual information other than the IP address of the computers participants take the survey from. The data provided to this investigator will not include any identifying information. Individuals choosing to participate may respond in any setting they choose such as their home or private office so they may protect their information. The SurveyMonkey website privacy policy is detailed in this webpage: <http://www.surveymonkey.com/privacypolicy.aspx> A Word copy of the survey is submitted with this application. A hardcopy of the Privacy policy was previously submitted for review.

✓ If a web-based survey management provider will be used, please provide a copy of the site's privacy policy.

44. Confidentiality: How will researchers protect the confidentiality of information collected from or about subjects to ensure that it is not disclosed other than as described in this application?

44.a. Please provide the location where data will be stored. Consent forms and master code sheets must be stored separately from data.

The data provided from the SurveyMonkey survey will be retrieved and stored on the SI's private computer. The data will have no personal or identifying information associated with any responses. However, after a one year period from the data collection, the data will be removed from the researcher's computer and placed on a CD to be stored at the office of Paul Devereux, Ph.D. The CD will be stored in Dr. Devereux's office for a period of 5 years and at that time destroyed.

44.b. Please state how long data will be stored locally.

The data will be stored on the Student Investigator's computer for a one year period.

44.c. If data are collected through host survey management system, please state how long data will reside at the site. Describe how data will be downloaded from the host server with respect to proposed security measures, and whether the data will have any associated identifiers (email and/or IP addresses). Please also state how long data will reside on the host server prior to deletion.

The data will be collected for a period of two weeks. At the end of that period, the SI will review the data and document download all data to the SI's personal computer. The data on the host server will be deleted at that time. The data will have no identifying information (none) in the information/data retrieved. The data will remain on the

SI's computer for a period of 1 year at which time the data will be stored on a CD to be delivered to Paul Devereux, Ph.D. at UNR where it will be stored for 5 years and then destroyed. The data on the SI's computer will be deleted at the end of one year.

44.d. Please describe what will happen to all study-related data after the storage period elapses.

It will be placed on a CD and delivered to the Paul Devereux, Ph.D., and stored in a locked cabinet in his office at UNR.

44.e. If audio taping and/or transcription will be used, please describe how subjects' identities will be protected (use of pseudonyms or avoidance of names).

n/a

44.f. State whether any limits to confidentiality exist and indicate by checking the appropriate boxes below who will have access to the data, e.g. investigators, research assistants, advisors, and external agencies (e.g., study sponsors, collaborating institutions, regulatory agencies).

The data will be kept in a password protected computer and available to the SI and the faculty overseer, Paul Devereux, Ph.D. only. The data will be reported in a research paper to be published in 2011.

Note: For the purpose of regulatory oversight, the University of Nevada, Reno Institutional Review Board and the federal Office for Human Research Protections will have access to the data.

Please check all that apply.

- ☒ Principal Investigator/Faculty Advisor
- ☐ Co-investigators
- ☒ Student Investigator
- ☐ Research assistants
- ☐ Study Sponsor
- ☐ Collaborating Organizations
- ☐ Other Specify:

44.g. If sensitive information (e.g. illegal drug use, criminal activity) will be collected about subjects, state whether or not a Certificate of Confidentiality will be obtained.

Please see the NIH Certificates of Confidentiality Kiosk at <http://grants.nih.gov/grants/policy/coc/index.htm> for further information.

n/a

44.h. If data will be coded (names of subjects replaced with codes), explain all coding procedures. NOTE: Personal identifiers or portions of personal identifiers such as social security numbers, date of birth, mother's maiden name, etc. must not be used for coding purposes.

n/a

Section VIII: Assurances

Principal Investigator Assurance

I hereby certify that the study procedures described in the attached protocol have been designed, to the best of my ability and knowledge, to protect human subjects engaged in research in accordance with the standards set by University of Nevada, Reno, the United States Department of Health and Human Services, the Food and Drug Administration (when appropriate), the Department of Veterans Affairs (when appropriate), and any other sponsoring federal agency.

I agree to accept responsibility for the scientific conduct of the research involving human subjects and to provide information and/or progress reports to the University of Nevada, Reno Institutional Review Board as required. I verify that all responsible investigators are appropriately credentialed to do the services provided and the work undertaken in this protocol.

I further certify that my participation and the participation of any co-investigators does/do not, in any way, violate the University of Nevada, Reno policy on conflicts of interest.

Principal Investigator: _____ Date

Student: _____ Date

(only required for student-initiated research)

Responsible Official Assurance

I hereby confirm that this protocol application is scientifically sound and has scholarly merit; the investigator(s) are qualified to conduct this research and protect the research subjects; and the investigator(s) have the resources needed to protect research subjects and adequately pursue and complete the project.

Responsible Official: _____ Date

(Signature only required for initial submission. This individual should be the Department Chair,

Program Director, or dean in charge of the administrative unit to which the PI reports.

Neither the PI nor any other member of the research team may sign as the Responsible Official.)

Open-Ended Responses to Question Regarding Benefits

Question: What are the benefits you experience volunteering in the AVP workshops? Please check all that apply.

- 1B. It gives me the opportunity to be a part of a community working toward changing the world.
- 2B. It is very rewarding to witness men undergoing huge changes as they understand things like empathy and effective communication for the first time.
- 3B. It gives me new and better skills, it extends my circle of friends [inside and outside prison], it's positive and fun, it improves the skills of others as we work for a better world.
- 4B. New friendships
- 5B. It adds to my sense of community
- 6B. Allows me to walk the talk...be the way not just lead the way. I get immediate reinforcement that my efforts are making a difference to be the change I want to see in the world.
- 7B. I enjoy working with men on their issues.
- 8B. AVP has improved my communication skills with people who are from different backgrounds than mine. AVP has helped me change my words and behavior to be more positive.
- 9B. It helps men to redeem themselves
- 10B. AVP has provided an expanding area of personal growth for me.

- 11B. It has improved my facilitating skill level and my compassion. I have learned a great deal about life inside. I have also learned how to deal with prison bureaucracy and the attitude of corrections officers and administrators.
- 12B. It allows me to keep aware and working on my own skills in community building, communication, cooperation and conflict resolution
- 13B. You do not ask what is detrimental about "going inside". I personally find it very stressful, not inter-personally (I always feel safe) but in being subjected to the terribly painful psychic energy of a prison. I am just too sensitive to the negative energy outside the controlled environment of the group room. Sometimes I spend years away before trying to go back in again.
- 14B. I have learned an enormous amount about communication and dealing with people through the work and the example of other facilitators. For me AVP is as close as I get to a spiritual path.
- 15B. AVP workshops enable real human connection.
- 16B. I feel joy and hope when I see people get a new sense of understanding and control over the violence in their lives.
- 17B. My volunteering follows a long interest in the 'justice' system in the USA.
- 18B. It improves my clinical skills and group leadership skills
- 19B. Benefit of being part of a community of very diverse individuals; understanding at a very deep level that incarcerated individuals are not very different at their core than those who are on the outside in society
- 20B. It helps me in my relationships with others

- 21B. Working with inmates helps broaden my perspective about what is going on in our country. It is deeply satisfying to be able to use my professional skills, in group building and process, now that I am retired. The inside folks always teach me something unexpected.
- 22B. It allows me to be with more diverse people than I would know otherwise- breaks down walls.
- 23B. The women I facilitate for have so little respect, empathy and negativity in their lives and in prison, workshops are a gift for them.
- 24B. The joy in seeing others transform themselves.
- 25B. I am able to have meaningful interactions and build relationships with people who are of a different background, culture and class than myself. I see the great benefits of this as I interact with people outside of the workshops/prison. I am less likely to prejudge them based on their appearances.
- 26B. Experiential learning workshops made sense to me based on my past experience

Open-Ended Responses to Question Regarding Fear

Potential volunteers may have some fear about working in a corrections setting. What have you found is most effective in addressing fears about volunteering in prisons or other corrections settings? Add any suggestions you have found to be effective.

1. Finding out where the person's fears originate from and trying to figure out together what the best course of action is.
2. I don't push people who are fearful; I seek people who are open to this (if cautious) but in the dark what it is like. There are many other ways to participate in AVP than in prison-youth, community, etc.
3. Sharing my very positive experiences with the men [people] who are incarcerated as I do AVP.
4. Keep positive and supportive about any concerns and let them know we will always be in same area together in case they have any concerns.
5. Community Workshops provide good settings in which people can air concerns, possibly meet former prisoners, and discuss the considerations of going inside a prison. The risks for young women need to be realistically appraised; not everyone qualifies.
6. Federal Mens' Max: The men are so grateful that we donate our time, energy, & expenses to work with them that they have pledged not to let anything happen to us to keep us coming back. Women's Camp: We're unescorted volunteers. There is no fear here.
7. Being willing to talk personally or on the phone to potential volunteers.
8. Inviting people to a "one-time" event. For example, we have an annual AVP Recognition Night.

9. Reminding people that most prisoners say they wouldn't be there if it weren't for drugs and alcohol. Without these they are just ordinary well adjusted people many of whom are doing uni degrees.
10. Other volunteers speaking with them
11. None of the above and absolutely not #3 which doesn't provide for any immediate way of balancing what people THINK the experience will be like. Besides sharing my own workshop experiences (NOT my anxiety), inviting apprentice facilitators to participate in an AVP support meeting for inmate facilitators is an amazing process.
12. I assure new volunteers that virtually everyone is nervous going in the first time and that there is no way to prevent that but what they perceive as a risky action is almost always experienced as a very positive experience.
13. I let people know that there has been NO hint of violence in any of our AVP workshops.
14. Stating the similarities of inmates to those who have not been caught yet (us).
15. I think it is already built into our personalities
16. Definitely one on one dialogue with the person with concerns
17. I talk a lot about how appreciative the inmates are
18. Talking about my experiences of being on the inside over the past 10 years. Asking for specific concerns and addressing them directly.
19. Oral testimonies from others. Hearing from more than one helps (as does working as a team)!
20. A promise that I will be there in support the whole time. Reminding them they will be part of a TEAM.
21. Giving talks with former inmates [the two of you talking to a community group]

22. Sharing what a person might expect in a prison setting and how it is different from popular television and movie portrayals.
23. Listening to understand and asking questions "If this concern was not there for you, would you come to attend a workshop in the facility?" I don't spend time on it unless it's the main obstacle. We have invested in offering community based programs and are finding new people who end up in the institutions as led.